

DISCOVERY

BROOKS
CITY-BASE
A Technology and Business Center

The Development of Combat Power and Efficiency

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Through the Many Facets of Aerospace Medicine



Photo by Tech. Sgt. Alfonso Ramirez Jr.

Students of the Aircraft Mishap Investigation and Prevention course at the U.S. School of Aerospace Medicine sift through the "wreckage" at a mock aircraft crash site. The course recently underwent changes, moving from a primarily lecture-based format to a more hands-on, problem-based learning approach.

Brooks makes final push for CFC donations

By Kendahl Johnson
Discovery editor

Although charitable contributions are always welcomed, today is the last day for Brooks City-Base personnel to donate to the 2005 Combined Federal Campaign.

Fundraising at Brooks has been mostly successful, but the base is still short of its contact goal of 100 percent and its monetary goal of raising \$353,895.

"Government employees, if they haven't already contributed, should contact their key workers today to fill out a pledge form," said Maj. Robert Pluta, one of two primary CFC contacts for Brooks.

The annual CFC is the one time organizations are allowed to solicit charitable donations in an official capacity. The primary CFC contacts for Brooks are Major Pluta and Maj. Barbara Dauerty, but every unit has a CFC key worker to help answer questions and provide support.

The base has supported numerous activities throughout the CFC drive to help raise funds for vari-



ous charities. Most recently, the Family Support Center sold more than 1,000 lumpia, a traditional Philippine appetizer. The drive raised more than \$1,000 for the CFC. "It was very successful," said Tech. Sgt. Brigida Hendrix, CFC key worker for the 311th Mission Support Group who helped organize the event.

Other events have included a breakfast and silent auction, a fun run and a taco sale. The final fundraising event for this year's campaign is a golf tournament. The tournament takes place today at the Brooks Golf Course with a 12:30 p.m. scheduled start time.

The golf tournament will follow a four-person scramble format with proceeds from the \$30 registration fee going towards the CFC. There will be a complimentary barbecue and awards ceremony following the tournament. Late registrations are welcome, as all Brooks golfers are encouraged to support the CFC by participating in the event.

To learn more about the Combined Federal Campaign or to donate to the campaign, contact your unit key worker or one of the project officers, Major Pluta at 536-2940 or Major Dauerty at 536-2353.

Aircraft mishap course receives major overhaul

By Kendahl Johnson
Discovery editor

Many Air Force flight surgeons, aerospace physiologists, and some psychologists will have the opportunity to participate in an aircraft mishap investigation at some point in their careers. To best prepare students for that eventuality, a retiring colonel recently helped overhaul the existing Aircraft Mishap Investigation and Prevention course, moving from a primarily lecture-based format to a hands-on, problem-based learning approach.

Just three months prior to his retirement, Col. Steve Kinne, former General Preventive Medicine Residency Director at the U.S. Air Force School of Aerospace Medicine, was asked to fill in for the recently appointed course director Col. Liz Clarke, who deployed on short notice to Iraq.

He evaluated course critiques from former students and noted the consistent comments about it being "death by Powerpoint," and "not practical." The students wrote they didn't leave the course feeling comfortable in their ability to participate in a safety investigation board. (A safety investigation board convenes after an aircraft mishap to determine what went wrong and how to prevent something similar from happening in the future.) He therefore proposed a shift to a much more active, hands-on approach and was given a free hand to implement such changes.

"I'm a big fan of experiential education and problem-based learning versus primarily using a passive transfer of information through lectures," Colonel Kinne said. "With power-based learning, you give teams of students problems to solve, access to proper information, guidance and mentorship, and you let them learn primarily through self-discovery."

When Col. Kinne took over as course director, his primary goal was to reengineer the course using the problem-based learning format, employing the study of actual aircraft mishap cases from the past. However, rather than presenting them through lectures, course instructors presented background information and then allowed teams of students to analyze actual mishap information. They came to their own conclusions as to what they thought happened and made recommendations on future prevention. They would then hear how their conclusions compared to the actual Safety Board's final report.

Students also participated in scripted role playing of mishap interviews, analyzed scenarios involving life support equipment failures and studied pieces of equipment salvaged from prior mishaps. The latter was facilitated by Geoff Shidler, an engineer from the USAFSAM's life sciences equipment laboratory and a veteran of more than 150 mishap investigations. He used equipment taken from actual mishaps to instruct the students. "It was like a 'show and tell.' We'd show artifacts from previous mishaps and let them tell us what they learned from examining the equipment," Mr. Shidler said.

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COMMENTARY



Whatever the task, attitude is everything

By Maj. Joe Engelbrecht

Defense Force Commander, Ali Base, Iraq

How do you view difficult situations? If you sit back and think about it, there is always at least three ways to look at almost any difficulty: as a problem, a challenge or an opportunity.

The first reaction of many people is to immediately label any difficulty as a problem, often times creating an overwhelming situation. The same situation could be viewed as a challenge to be overcome, or even better yet, an opportunity to learn, grow and improve a process for the future.

I often ask my leaders to, at a minimum, approach any task as a challenge that can be overcome.

Less experienced Airmen may have a natural tendency to view many tasks, events or situations as problems. These Airmen look to their leaders not only for know-how but also for the proper attitude. If the person leading approaches difficulties with a view toward challenges to be met and overcome, or as an opportunity to learn and improve, stress and anxiety will be eliminated and everybody involved will grow. When individuals grow the unit and mission also improve.

The best leaders will always strive to look at every situation as an opportunity. It may be an opportunity to improve the capabilities of the individual, team or unit. Some call it "life experience," some call it tools for your toolbox,

but in all cases, your attitude will affect your approach and impact the end result.

For example, let's say your supervisor has asked you teach someone from outside your unit about your duties and responsibilities. You could a) Choose to look at the task as a problem, an additional burden to your already busy schedule; b) As a challenge, a task that will have to be balanced with your other duties, but something that you are prepared to accomplish (you were likely chosen because you are a good representative and spokesperson for your unit and mission); or c) My challenge to you, which is that you'd approach this and everything outside of your routine as an opportunity.

The same task, which some see as a problem, could very well be an opportunity to forge mutually beneficial relationships, to learn about other aspects of the mission, and to have others better understand and appreciate what you do. That problem or challenge is an opportunity to better yourself and strengthen the team.

Every Airman is important, but this organization is all about the team. Your teammates are counting on you, just as you count on them. Members of a team feed off each other. Your attitude, either positive or negative will affect the team.

You will always be faced with difficult situations, especially here in the combat zone. Some events will be beyond your control, but you are the only thing controlling your attitude.

Attitude is everything. Attitude is infectious.

A frightfully good time

(Editor's note: This article is part of a continuing series of articles highlighting the best board game alternatives for classic yet tired games like Monopoly, Clue and Risk.)

By Kendahl Johnson

Discovery editor

I joke with my wife that Halloween is my favorite holiday. Although it has more to do with the free candy pilfered from my children's trick-or-treat bags than anything else, I still enjoy the haunted houses and other assorted freakiness. In an effort to keep the spirit of Halloween alive for a few more weeks, out of the closet came Fearsome Floors from German board game designer Friedman Fries.

Fearsome Floors is basically a lightweight racing game with a campy horror theme. Players are navigating character tokens through a monster-infested dungeon, hoping to escape the dungeon before being eaten by the fearsome Furunkulus, or other equally frightening monsters. The winner is the first person to get three tokens out of the dungeon. If no one is able to get that many free, then the winner is the person with the most out at the conclusion of the game with ties being broken by escape order.

The dungeon is represented by a game board that is much like a grid, with artwork depicting bones and bloodstains dispersed throughout the dungeon. Players start in one corner, and over the course of the game, attempt to elude the monster while making their way to the exit in the opposite corner of the board. To keep things interesting, the dungeon is littered with blocks to hide behind and blood slicks to slide over.

Each player controls three or four character tokens (depending on the number of players), each with a movement value on each side of the token. The sides add up to seven, so in two turns, each character will move seven spaces. Players alternate moving tokens, until everyone has moved all of their pieces. Then a tombstone — one of the monster's movement tiles — is flipped over indicating how far it will move during the turn. Two special tiles allow the monster to move until he has eaten one or two characters.

The monster's movements are predetermined. Before moving, the monster checks left, right and forward. If he sees no one, he takes a step forward and checks again. If he sees a character, he turns towards that character and continues walking. He always checks before taking a step and always moves towards the closest character. If two characters are equal in distance from the monster, the monster is confused and does not change directions.

Complexity: One of the strongest attractions to a game like Fearsome Floors is its simplicity. The game takes less than five minutes to thoroughly explain and the rules are straightforward and easy to understand.



4 out of 5 jacks

Yet despite its simplicity, the game provides great strategic opportunities. The simple method of monster movement makes it fairly easy to predict where the monster will go, but it also makes devious planning and trap setting possible. Also, all of the walls are marked with letters of the alphabet. If a monster runs into a wall, it will then be teleported across the board to the matching letter. Leading the monster through a wall can provide a nasty surprise with disastrous results for unsuspecting players.

Additionally, the game provides several advanced tiles. These tiles replace the blocks and range from crystal blocks (which the monster can see through), rotating tiles which rotate the monster 90 or 180 degrees, and two sets of additional teleporter tiles available for monster use only. These advanced tiles offer some interesting ways to make the monster wreck havoc on unsuspecting victims.

Length: Fearsome Floors consists of two rounds of seven turns each. During the first round, eaten character tokens are returned to their owner and can be used again. Characters eaten during the second round are gone forever. With a maximum of 14 turns, it is a relatively short game — lasting just 30-45 minutes. Even with seven players, the full complement supported by the game, play time is under an hour. And it packs a strong punch in such a short amount of time.

'Take That' Factor: There is a balance between getting out quickly and interfering with your opponents. It's a lot of fun to watch other players strategically hide behind a block, only to gasp in horror as you move the block to reveal their cowering character to the monster. You really have the opportunity in this game to foil other player's carefully laid plans with devious "monster-leading traps."

Fearsome Floors is a must for any games library. It's light-hearted fun with a great horror theme. It's easy to teach and easy to learn, yet hard to master. The variable set up of the blocks, slicks and teleporters keep things fresh. The game system has a low enough amount of luck to reward good play, yet enough inherent chaos to keep things interesting, making it a good "gateway" game between the casual gamers and the more hardcore. If the theme doesn't make you squeamish, I'd also recommend it as a good family game. Even your youngest can join in the fun, as they will enjoy moving the monster and eating the characters.



Course prepares students to investigate mishaps

Continued from page 1

"The students would examine all the evidence in depth and try to figure out what happened," Colonel Kinne added. "Basically, we were teaching them to be investigators; we wanted them to have an investigative mindset."

A very important element of the course is a hands-on, mishap field exercise, so Colonel Kinne set about creating a new "mock" aircraft crash site. "I wanted something different from what everyone has seen before and also something that would give students a more realistic idea of what an actual mishap site might be like," the colonel said.

He contacted Denise Martin of the Brooks Development Au-

thority and presented his plan. Ms. Martin jumped on board and assembled a team who helped design a new accident site, complete with excavating a large impact crater. She also introduced him to some contractors who were gutting a building on base to see if they could get him scrap metal to add to the site.

"I spent several weeks dumpster diving, hauling scrap metal pieces to the accident site and tearing them apart" Colonel Kinne said. "A group of folks from USAFSAM helped me paint the parts and lay them all out so it looked somewhat convincingly like a crash where the aircraft disintegrated on impact." Some real aircraft parts from

Randolph AFB, d i s c a r d e d equipment from the Brooks Life Support Lab, and two fully equipped mannequins were added to complete the realism of the site.

While the crash site and scenario was being built, Colonel Kinne finalized the curriculum and assembled his instructor



Photo by Tech. Sgt. Alfonso Ramirez Jr.

Captain Alan Ogle, an Air Force clinical psychologist stationed at RAF Alconbury, United Kingdom, participates in a field exercise at a mock aircraft mishap site. The exercise is part of the Aircraft Mishap Investigation and Prevention course at the U.S. Air Force School of Aerospace Medicine and is designed to give students a realistic idea what an actual mishap site might be like.

cadre. He worked with each instructor on the new format and helped prepare them for two-weeks of hands-on instruction.

Lt. Col. Thomas Clarke, one of the key AMIP course instructors, presented a mishap from a special operations mission where he'd been a part of the investigation. He said presenting real cases in a hands-on format significantly improved student learning. "Bringing the extra realism of having the students work through actual case data really enhanced the value of the course," Colonel Clark said.

When the course finished, the next step was to elicit student evaluations to determine success or failure of the revamped course. The positive response from the students was overwhelming. "The critiques indi-

cate that this course actually exceeded all of our expectations," Colonel Kinne said. "The students all said that, in leaving this course, they were confident that they could immediately be called upon and perform effectively as a Safety Investigation Board member."

The experts agreed with the students. Dr. Rodger Vanderbeek, director of plans and programs for the 311th Human Systems Wing, is a former pilot physician who has more than a decade of experience with safety investigation boards. He said the new course gave students a much more in-depth and comprehensive approach to analysis. "The graduates of this course could go out and do a mishap investigation with nearly complete confidence and comfort as an

expert investigator," he said. "It gave them a new level of expertise and exposure, making them better equipped to perform a mishap investigation."

Colonel Kinne said experiential education is challenging because it takes more work, creativity and active staff facilitation than lecture-based teaching, but he hopes more course directors follow the example his team has set. "This is how we should be doing a lot of courses," he said. "It's an extremely powerful method of learning."

Colonel Kinne retires today and he said he leaves the Air Force on a particularly high note, having accomplished something so positive. "And we did it all in less than two months, despite those who said it couldn't be done."



Courtesy photo

Col. Diana Barnicott, department chairperson for Aerospace Education and Training at USAFSAM, and Col. Stephen Kinne (right) prepare a 'mock' aircraft crash site. The site is used for field exercises in the Aircraft Mishap Investigation and Prevention course.



Brooks volunteer program seeks mentors

By Rudy Purificato
311th Human Systems Wing

Responding to a growing need for adult support from area high schools, the Brooks City-Base Mentor Program has expanded its outreach. As a consequence, the program is reaching out to the Brooks community for help.

"We need more volunteers. We're short of mentors," said Rita Lassiter, Brooks City-Base Mentor Program coordinator.

Historically, about 50-150 mentors have participated annually in the Brooks program that was inaugurated in 1993. "It (program) has changed because we've received a great number of requests to support high schools in the surrounding area," Ms. Lassiter said.

Before this year, Brooks mentors volunteered an average one hour per week to help students in kindergar-

ten through the eighth grade. Now, high schools in the San Antonio, East Central and Southside Independent School Districts are asking for help from their Brooks neighbors.

While the base mentor program has expanded its outreach, volunteers will only be asked to commit one hour per week to help students, Ms. Lassiter explained. She said K-8th mentors have been limited to helping students during the school day, with the option of volunteering their time on weekends provided there is parental consent.

Mentors who volunteer to help high school students have the option of doing it during the school day, in the evenings, on weekends or during the summer, the Brooks mentor coordinator said.

Mentor orientation sessions will be held through December. For more information, or to register as a mentor, contact Ms. Lassiter at 536-6379.

SURPRISE, SURPRISE

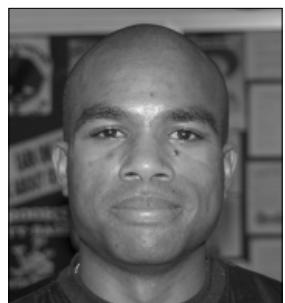


Photo by Tech. Sgt. Alfonso Ramirez Jr.
Senior Master Sgt. Barbara Heyward (left) receives a surprise visit from Col. Georgette Hassler, commander of the 311th Mission Support Group. The commander came with notification that Sergeant Heyward had been promoted to chief master sergeant.



A LOOK at BROOKS

What is your favorite Thanksgiving holiday tradition?



SGT. Mani Taveras
AFRL

My mother usually cooks a "perniel," it's a roast pig cooked Hawaiian style with pineapples on top. We also have a turkey, so I have to work on both!



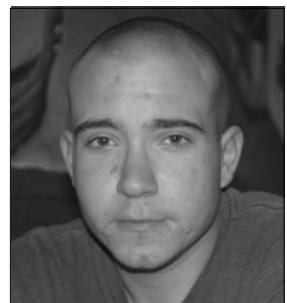
Airman 1st Class
Joshua Hiller
68th IOS

Eating way too much and passing out on the couch watching football. Isn't that what every guy does on Thanksgiving?



Airman 1st Class
Mee Yang
311th MSG

House hopping to six or seven different aunt's and uncle's houses. We have a combination of Hmong and traditional Thanksgiving dishes.



Airman 1st Class
Michael Miller
68th IOS

I like turkey and I like mashed potatoes, so Thanksgiving is a good time for me.



Beth Chastain
USAFSAM

Making a big Thanksgiving dinner for the family, and watching the Macy's Thanksgiving Day Parade.



Department of Defense to begin BRAC closures, realignments

By Donna Miles
Air Force Press Services

The Base Realignment and Closure Commission's recommendations for reshaping the Defense Department's infrastructure and force structure took effect at 12 a.m. Nov. 9.

Congress allowed the commission recommendations to pass into law at the mandated Nov. 8 deadline.

The nine-member BRAC panel delivered its final report to President George Bush Sept. 8. He, in turn, sent it to Congress for legislative review Sept. 15. Congress had 45 legislative days — until Nov. 9 — to accept or reject the report in its entirety.

However, Congress was not authorized to make any changes to the final report.

By statute, the Defense Department now has until Sept. 15, 2007 — two years from the date the president sent Congress the BRAC commission's final report — to begin closing and realigning the installations as called for in the report. The process must be completed by Sept. 15, 2011, DOD officials said.

The 2005 BRAC recommendations represent the most aggressive BRAC ever proposed, affecting more than 800 installations, officials said.

The four previous BRAC rounds — in 1988, 1991, 1993 and 1995 — resulted in 97 major closures, 55 major realignments and 235 minor actions, according to DOD figures. Overall, closing and realigning these installations saved taxpayers around \$18 billion through fiscal 2001 and a further \$7 billion per year since, officials said.

BRAC 2005 is being called an important milestone in restructuring the department's domestic base structure to improve efficiency and operational capabilities. It also supports plans to move thousands of U.S. forces — currently serving overseas — to within the United States as part of DOD's new global positioning strategy, officials said.

After months of study, installation visits and public hearings around the country, the BRAC panel approved 86 percent of DOD's original recommendations — 119 with no change and another 45 with amendments, the panel said.

The panel also rejected 13 recommendations, significantly modified another 13, and made five additional closure or realignment recommenda-

tions on its own initiative.

Of DOD's 33 major closure recommendations, the panel approved 21, recommended seven bases be realigned rather than closed, and rejected five recommendations outright. In addition, the commission recommended closing rather than realigning another installation, for a total of 22 major closures.

Many of the transformational recommendations in the report, particularly those to establish joint operations, will present significant challenges as they are implemented, officials acknowledged.

Detailed business plans will be developed for every BRAC recommendation, laying out what actions are required to implement them, when they will occur and what resources are needed to put them into effect, officials said.

Affected services and agencies had submitted these plans Nov. 15 to the DOD Installation Capabilities Council, which will review them and forward them to the Infrastructure Steering Group for approval.

Meanwhile, the department is poised to begin working with civilian employees and communities affected by the BRAC decisions.

DOD has a long and successful history of helping its civilian workers impacted by base closings, officials noted. This includes programs that promote placement, training, retraining and transition to new positions.

Since 1989, DOD has reduced its civilian work force by 428,400 people, with less than 10 percent of those reductions through involuntary separations, officials said. The department's Priority Placement Program — which officials call the centerpiece of DOD's Civilian Assistance and Reemployment programs — gives defense employees placement priority at other DOD facilities.

The department's Office of Economic Adjustment will take the lead for the federal government in helping communities affected by base closures and realignments, working cooperatively with the President's Economic Adjustment Committee, officials said.

A community conference, to be held in Baltimore Nov. 28 through Dec. 1, will focus on many of the issues involved in BRAC 2005 and the programs available to address them.

BROOKS HEALTH FAIR

Photo by Elizabeth Castillo



The Civilian Personnel Office held a health fair for Brooks personnel Monday. The health fair was designed to showcase different health care programs available to federal employees. "It was a chance for employees to come in and see what the many different programs have to offer," said Ann Dove, a human resources assistant in the Civilian Personnel Office.



ERIC STEPHENS
311th Human Systems
Wing director

ACTION LINE

536-2222

The DIRECTOR'S ACTION LINE is your opportunity to make Brooks a better place to live, work and play.

If you have a suggestion for improvement, a complaint or a problem that you have not been able to resolve through normal complaint channels or the chain of command, call the **DIRECTOR'S ACTION LINE, 536-2222**.

Only items of general interest will be published, so please leave your name and number for a personal response.

The base agencies listed below can be contacted directly:

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311th Communications Squadron.....	536-6571	Civilian Personnel.....	536-3353
311th Mission Support Group – Logistics Division.....	536-3541	Military Pay.....	536-5778
Safety.....	536-2111	Civilian Pay.....	536-8370
BDA Housing Community Maintenance.....	533-5900	Inspector General (FWA).....	536-2358
BDA Housing Community Office.....	533-5905	Military Equal Opportunity.....	536-2584
311th Services Division.....	536-2545	EEO Complaints.....	536-3702
59th Medical Squadron (Clinic).....	536-4715	Brooks City-Base AF Project Office.....	536-3655
		Brooks Development Authority.....	536-5366

Brooks launches Toys for Tots drive

By Rudy Purificato

311th Human Systems Wing

Brooks City-Base will launch its annual "Toys for Tots" drive supporting underprivileged children Monday through Dec. 23 with a special emphasis this year toward helping victims of Hurricanes Katrina and Rita.

"There's an increased need to provide toys to families who were displaced by the hurricanes," said 1st Lt. Timothy Davis, Brooks Tots for Tots coordinator, who is assigned to the U.S. Air Force School of Aerospace Medicine.

The U.S. Marine Corps, which runs the Toys for Tot program, plans to distribute toys to hun-

dreds of families who fled New Orleans, East Texas and Louisiana who are now living in San Antonio, Lieutenant Davis said. The Helping Hands Lifeline Foundation distributes toys on behalf of the Marine Corps. They are assisted by volunteers, including those from Brooks who plan to hand out toys to needy children before Christmas. "That's one of the most rewarding things, actually giving the toys to children," Lieutenant Davis said.

The Brooks coordinator said donated toys must be unwrapped and valued at about \$10 per gift. The greatest need is toys for children under 12 years old. Cash donations are also welcome, Lt. Davis said, explaining that the money will be used to purchase toys.

Toy collections boxes will be set up at several key locations at Brooks to include the gas station, Sidney's, the fitness center, golf course clubhouse and at USAFSAM. There will also be collection boxes at other unit locations.

A 5K run/family walk to raise money for Toys for Tots will be held Dec. 3 at 8 a.m. at Sam's Burger Joint located at Grayson and Broadway. Entry fee is \$15 for non-military, \$12 for military. Call John Purnell at 826-1888 to register.



FAMILY SUPPORT CENTER

PREDEPLOYMENT BRIEFING

Nov. 29 — 1 - 2 p.m., Bldg. 537

Mandatory briefings address issues that pertain to deployed service members and their families. Appointments necessary.

SPONSOR TRAINING

Dec. 13 — 10 - 11 a.m., Bldg. 537

In accordance with AFI 36-3011, sponsor training is mandatory of all first-time sponsors and those who have not sponsored within the past year. However, others are more than welcome to attend. Learn about tools and resources available for sponsors.

BROOKS ANGEL TREE PROJECT

With the holidays just around the corner, the Brooks Angel Tree project is in need of giving members of the Brooks community. Several Angel Trees will be set up around the base. The trees are decorated with small Christmas cards, with each card

labeled with a child's age and gender. Choose a card and fill out the attached label. Return the label with a gift (unwrapped or wrapped) to place under the Angel Tree. Your generosity will brighten up the holiday season for the families from our Brooks City-Base community.

ART AND ESSAY CONTEST

Each year during Military Family Month of November, Armed Services YMCA has its annual art and essay contests, sponsored by GEICO Direct and Lockheed Martin, for children of military families representing the Army, Navy, Air Force, Marine Corps, Reserve/National Guard, and Coast Guard. First and second place winners from each branch receive a U.S. Savings bond. For more details or for applications, visit www.asymca.org or pick up an application at the Family Support Center. All entries must be postmarked by March 17.

To register for a class, call 536-2444



Electric cars cut fuel costs

By Raymond Whelan
37th Training Wing Public Affairs

As gas prices soared this summer, the 37th Mission Support Group at Lackland Air Force Base searched for something new to help it lower the cost of official transportation.

"With gas prices approaching \$3 per gallon, we were looking for something that would be beneficial over the long haul," said group commander Col. Thelma Hales.

The group bought two "neighborhood electric vehicle" zero emission models from Global Electric Motorcars LLC, a division of the Daimler-Chrysler Company.

Each GEM vehicle, which costs about \$10,000.

"More than 65 percent of our trips are within 10 minutes of the office. Starting, restarting and

waiting for traffic lights to change can be costly with gas engines," Colonel Hales said. "These (GEM) vehicles make getting gas, oil changes, tune-ups, changing radiator coolant, emissions tests, muffler replacements and transmission problems a thing of the past."

Like conventional gas cars, the GEM rolls on four wheels. It is semi-enclosed and seats the driver and three more. The GEM is equipped with four-wheel hydraulic brakes, full exterior lighting, safety tinted glass, seat belts and windshield wipers.

Its designers built the car to meet federal safety regulations, and its drivers can operate it over any road with posted speed limits of 35 mph or less.

But unlike standard gas vehicle, the GEM runs completely on an electrical battery system with a top speed at 25 mph.

When the battery runs down, the driver can recharge it through a simple electrical receptacle. The vehicle can travel up to 30 miles on one charge.

"Our group orderly room will drive (the GEM) to most squadrons for daily business, and they will be useful during weekends for many MSG requirements that occur after hours. We will average 30 to 50 miles per week across Lackland," Colonel Hales said.

Lackland is not the first federal facility to drive electric vehicles. The U.S. Postal Service and the National Park Service have been operating electric cars the past few years.

George DeCoux, the group's deputy for installation support, said, Luke Air Force Base, Ariz., and Randolph Air Force Base, Texas, also use electric vehicles.



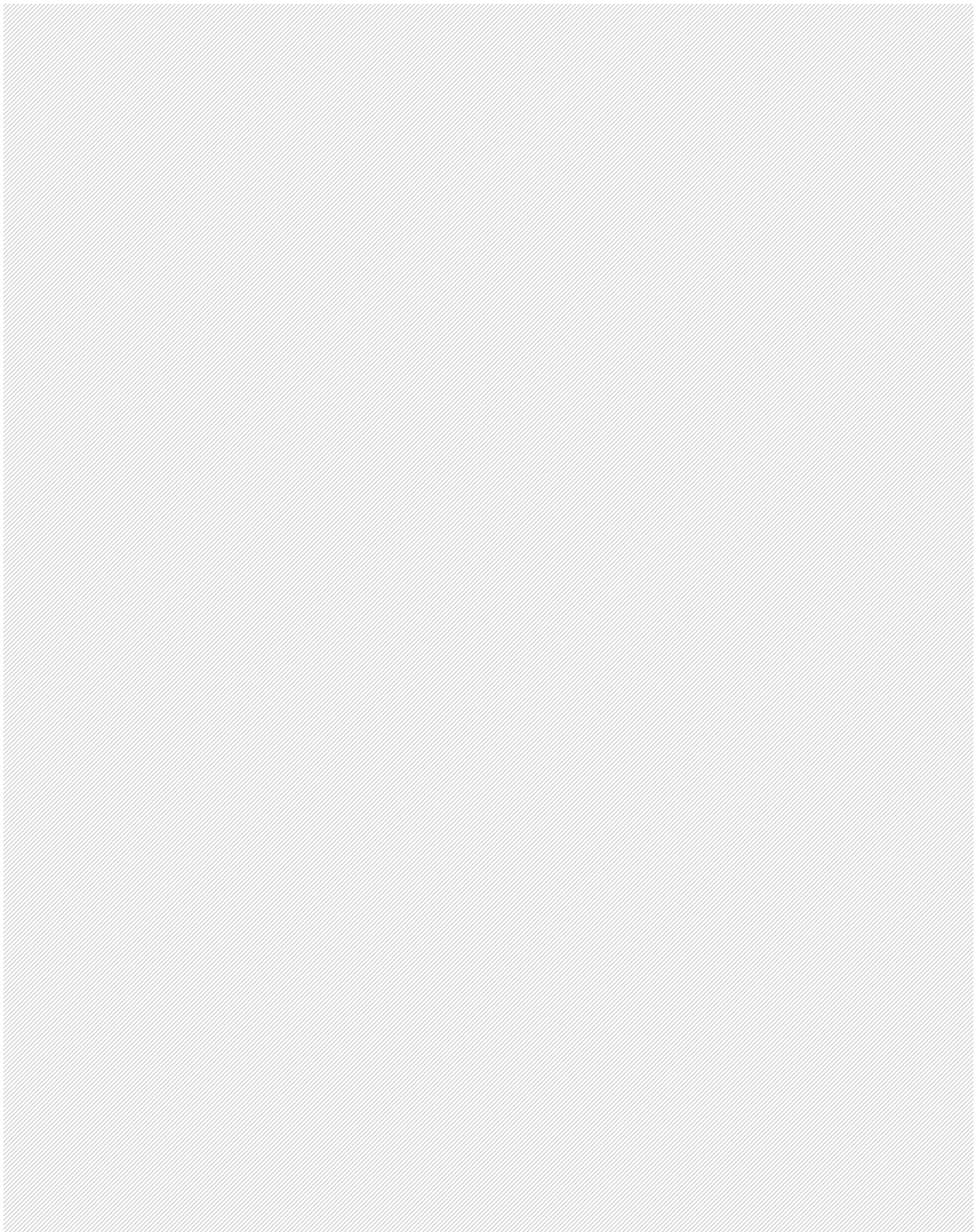
Photo by Raymond Whelan

Col. Thelma Hales (left), commander of the 37th Mission Support Group at Lackland Air Force Base, and George DeCoux, unit deputy, test one of the new Global Electric Motorcars this base is using to conserve energy. The GEM seats four people and can travel at 25 mph.

Will electric cars become more popular with the general public in the future?

"Some people will embrace them, and others will not," Mr.

DeCoux said. "But the reality is the average price of gas will not go down today, or in the future, and budget limitations will drive what we drive."





BROOKS SPOTLIGHT

Things to do around Brooks

Janice McMahon, 536-5475

FALL DAY CAMP

For youth ages five to 12 who have the week of Thanksgiving off, Fall Day Camp will be Nov. 21-25 from 6:45 a.m. to 5 p.m. Breakfast, lunch and snacks will be provided for camp attendees. The camp will include arts and crafts, music, computer time, outdoor play, a field trip plus cooking project. Fees are determined by total household income. Call 536-2881 for more information.

WINTER CAMP

This year's Winter Camp will be Dec. 19 through Jan. 3 from 6:45 a.m. to 5 p.m. Youth ages five through 12 are eligible to participate in cooking activities, field trips, outdoor time, gift wrapping lessons plus many other activities. Breakfast, lunch and snacks will be provided for camp attendees. Fees are determined by total household income. Camp will be closed Dec. 26 and Jan. 2.

ANNUAL TREE LIGHTING

The Annual Tree Lighting Ceremony will be Dec. 6 at 5:30 p.m. outside the Hangar 9 museum. The audience will sing holiday carols following the tree lighting ceremony. Bring the children, both young and young at heart, to visit with Santa

and his helpers. They will arrive as everyone sings "Here Comes Santa." Refreshments will be served following the ceremony.

SANTA'S PARTY AND HOLIDAY CAROLING

Santa's Party and Holiday Caroling will start at the Youth Programs Center Dec. 13 at 5 p.m. Participants will meet at the youth center and visit with Santa.

Share hot chocolate and cookies with your neighbors. At 6 p.m. everyone will raise their voices and go caroling through base housing. Please bring your flashlight as it will be dark. Everyone is then invited to go caroling through base housing with the center staff. Join in and help entertain base housing residents with the sounds of holiday songs.

FIT FACTOR: YOUTH FITNESS PROGRAM

Fit Factor is a fitness program for youth, ages 9-18 years. The theme is "Get Up, Get Out, Get Fit." Visit the Youth Center to enroll your children. Collect a prize just for committing to "Get Up, Get Out, Get Fit." Once a child commits to the program he or she can go online, choose activities and log points. Youth who complete five exciting levels earn great items. Participate for a chance to learn new skills, get fit and win prizes.

YOUTH BASKETBALL REGISTRATION

Registration for youth basketball is underway and will continue until the program is filled. Youth ages 5-18 years may register. The fee is \$35 for Youth Programs Center members and \$52 for non-members.

LET'S WRAP IT UP

Do you have trouble gift wrapping or can't find the time to wrap your Christmas presents? Santa Claus will send his helpers to make your holiday gift wrapping painless. Let's Wrap It Up will be Dec. 5-23 from 10 a.m. to 2 p.m. at the Youth Programs Center. There is no charge, but donations will be accepted. All you need to do is bring your gifts and let us do the wrapping for you. We will even provide the paper and ribbon! How much easier can it get?

(If you have a box for your gift, please bring it with the item to be wrapped. This will help the workers with wrapping your gifts. All donations will go towards the Youth and Teen Center programs.)

SANTA CLAUS SUIT RENTAL

Are you having a party and the most important person is missing? The Youth Programs Center is offering a one-day Santa Claus suit rental for \$15. The suit comes with wig, beard, jacket, pants, hat, belt, shoe coverings and a bag for gifts. Have Santa visit your home or make an appearance at the office party. Reserve your suit early to ensure that jolly old St. Nick makes an appearance at your function.

CFC GOLF TOURNAMENT

In an effort to raise funds for the Combined Federal Campaign, there will be a golf tournament at the Brooks Golf Course today. The fee is \$30 and the tournament will follow a four-person scramble format. There will be a complimentary barbecue and awards ceremony following the tournament. Contact a CFC

representative to register for the event.

COOK YOUR OWN STEAK

Patrons can now grill their own steaks. Bring the family or friends to the Boar's Head Pub every Monday evening from 4-7 p.m. and cook your steak just the way you like it. For \$7.50, you will receive a New York strip steak, potato salad, baked beans, rolls and butter.

PROMOTION CEREMONY

The 311th Human Systems Wing promotion ceremony will be held Nov. 30 at the Brooks Club at 3 p.m. All Brooks personnel are invited to attend.

BASE LIBRARY

The holidays are fast approaching and the library has several ideas for making this holiday season more memorable.

Cooking

Numerous cookbooks are available, where one can find easy recipes for traditional Thanksgiving meals and desserts. Holiday issues of magazines provide a large array of holiday recipes.

Entertainment

We have ideas for games the little ones will enjoy playing. And don't forget to check out books on the Thanksgiving theme. Older children can read to the younger ones.

Decorations

Books and magazines are loaded with ideas on how to decorate your holiday table. Making your own decorations can save a bundle of money. Get the children involved and make decorating a family affair.

Cultural Enrichment

December is filled with a variety

of cultural and religious celebrations. Broaden your knowledge by reading about some of these special events. For example, learn about Kwanzaa, a harvest festival celebrated Dec 26 to Jan. 1 in some African-American communities, and Hanukkah, an eight-day Jewish festival commemorating the rededication of the Temple of Jerusalem.

FAMILY CAMP

If your home is filled to capacity with out-of-town holiday visitors, consider the Family Camp. The camp is a very secluded and quiet place where travelers like to stay for a few days, weeks or even months. The camp is located on the southwestern corner of the base.

Accommodations also include the use of a bath house and restrooms located in Bldg. 1194. Full camper hookups are \$10 per day and include sewer, water and electricity. Partial camper hookups are \$8 per day and include water and electricity. There is also a "catch and release" fishing pond for anglers.

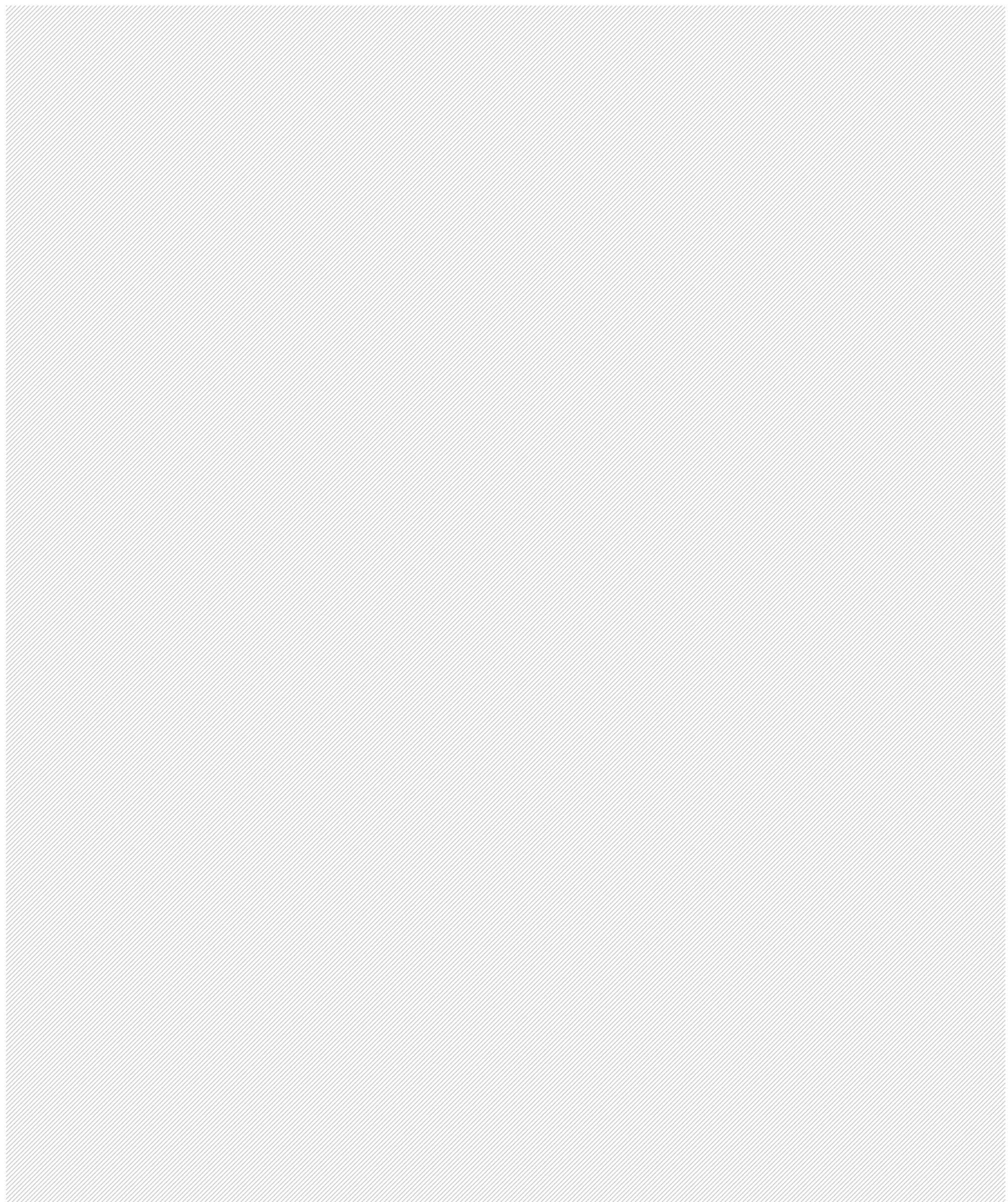
GET IN SHAPE

Get a jump start on your New Year's fitness resolution. Stop by the fitness center to begin a new workout or join any of the free classes offered by the staff. On-going instructional classes:

- Aerobics: Mon, Wed: 5 p.m.; Fri: 11:30 a.m.
- Yoga: Mon, Wed, Fri: 5 p.m.
- Pilates: Mon, Wed, Thurs: 5 p.m.
- Kickboxing: Mon: 11:30 a.m.; Fri: 5 p.m.
- Power Cycling: Tues, Thurs: 11:30 a.m., 5 p.m.
- Circuit Training: Tues, Thurs: 6:15 a.m., 11:30 a.m.



DISCOVERY 13
Nov. 18, 2005





Brooks reservists play vital AF security role

By Rudy Purificato
311th Human Systems
Wing

They are virtually invisible communications security warriors who play a vital role to ensure that Air Force intelligence is not compromised. While they collectively subscribe to the old saying "loose lips sink ships," members of Brooks City-Base's 710th Intelligence Flight are also electronically vigilant in support of their worldwide customers.

"We monitor all forms of Air Force communications—telephones, radios, e-mails and faxes, to verify proper communications procedures are being followed and there is no loss of intelligence," said Chief Master Sgt. Frank Talavera, the flight's operations superintendent since 1983.

Sergeant Talavera has seen the unit's role grow exponentially over the past decade as one of only two Air Force Reserve communications intelligence units.

The 710th, along with the 610th Intelligence Flight at Offutt AFB, Neb., are the sister units to the Air Force's three active duty communications intelligence organizations. These include the 68th Information Operations Squadron at Brooks, the 626th IOS in Germany and the 352nd IOS at Hickham Field, Hawaii.

The 710th became the first communications intelligence unit in the Air Force Reserve when it was established in October 1981 as the 8075th Electronic Security Squadron at Carswell Air Force Base, Texas. Now part of Air Combat Command's Air Intelligence Agency, the 710th also



Photo by Rudy Purificato

The 710th Intelligence Flight at Brooks monitors all forms of Air Force communication and provides intelligence analysis and assessment. Senior Master Sgt. Roger Morales (right), logistics superintendent for the unit, discusses a report with former unit commander Lt. Col. Thomas Tullo.

offending units correct their mistakes. Among the most common problems 710th monitors have seen is inadvertent passing of intelligence information over phone lines.

"DSN calls are more vulnerable to interception than local base phone calls," Sergeant Talavera said.

The 710th doesn't limit its support to Texas. Among its customers are the U.S. Air Force Space Command and the North American Air Defense Command (NORAD).

"We provide intelligence analysis and assessment to our customers," says Senior Master Sergeant Roger Morales, the flight's logistics superintendent.

He said his unit's support is not limited to deployments or normal base communications traffic. "We support ORIs, UCIs and IGs," Sergeant Morales said. The 710th has also supported Air Force operations overseas. In 1999, the unit deployed a team to the war-torn Balkans in support of the Kosovo crisis.

has the distinction of being the first Air Force Reserve unit activated in San Antonio to support "Operation Enduring Freedom."

"We play an adversary role. We tell our customers what they're doing wrong," Sergeant Talavera said, referring to communications violations outlined in AFI 32-19. "We have intelligence oversight (of Air Force communications)."

He added that bad communications practices are reported to customers through an Electronic Systems Security Assessment the unit provides.

While communications security gaffes are also reported up the AIA chain, the 710th helps

Brooks trio recognized

By Elizabeth Castillo
Discovery writer

In acknowledgement of the hard work and extra dedication to their jobs and volunteerism, three Brooks employees received recognition through two nationally credited organizations.

Susan Merchant, deputy director of the Brooks City-Base Air Force project office, was recognized for excellence in civil service at the Air Force Association's Carlton and Charlotte Loose Awards Banquet.

Ms. Merchant was the sole person from Brooks chosen by the Alamo Chapter Civilian Awards Program, which recognizes outstanding contributions by Civil Service members in the San Antonio area.

"She gives 200 percent everyday and stays until the task is done," said Rita Duggan, director of the AF Project Office. "She never gives up or admits she's tired."

Ms. Duggan also received recognition for her hard work and contributions at the National Association of Hispanic Federal Executives' 14th annual conference. NAHFE also honored and Lorraine Massie, director for the Acquisition of the Center of Excellence, in the Thursday luncheon honoring Hispanic women career executives (GS-15).

"I consider both to be valued members of my senior staff not because they are women or Hispanic but be-



SUSAN MERCHANT



RITA DUGGAN

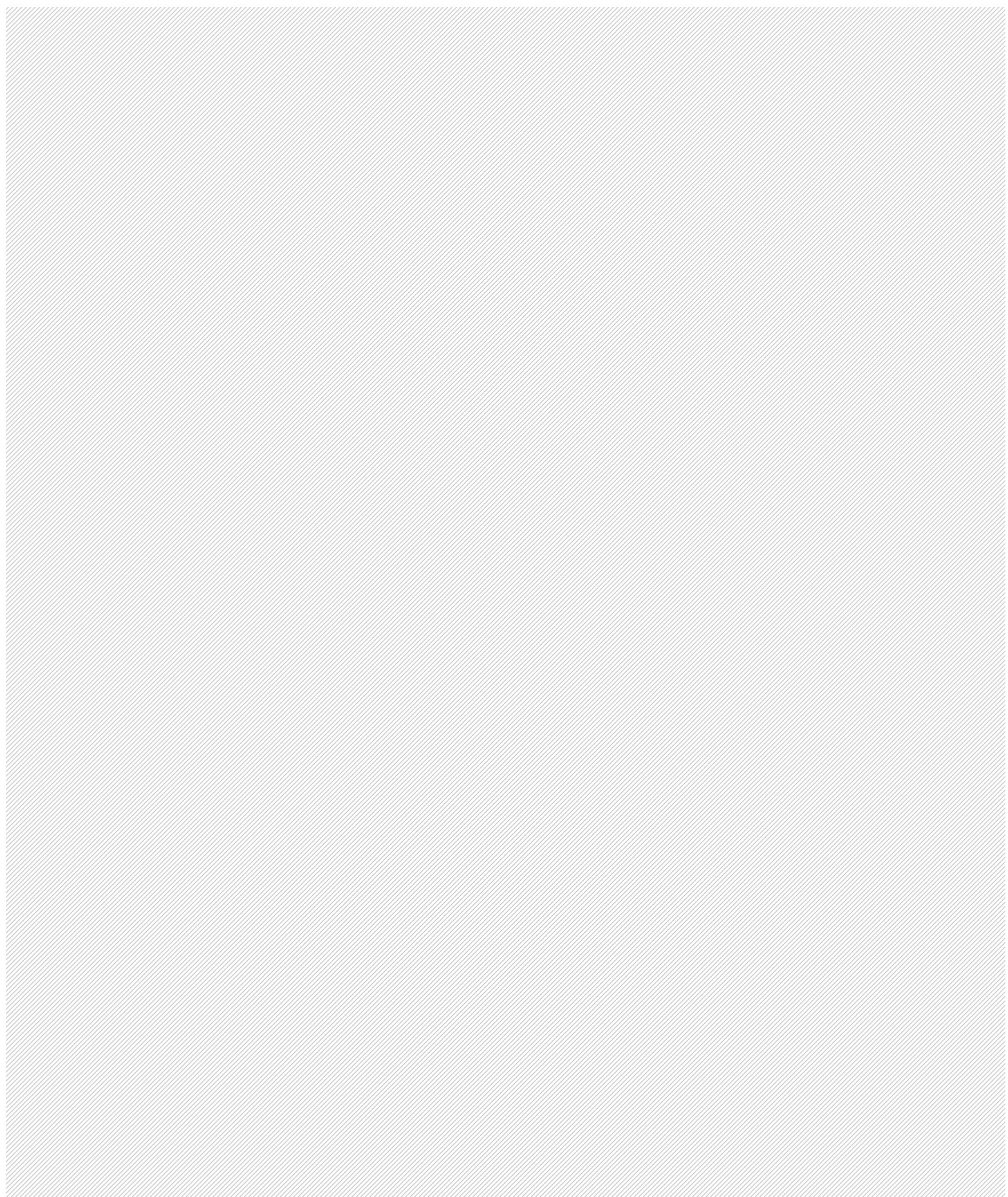


LORRAINE MASSIE

cause they are talented, respected and aggressive leaders," said Eric Stephens, 311th Human Systems Wing director. "Both lead important organizations that are critical in supporting the mission of the Human System Wing and tenants on Brooks City-Base."



DISCOVERY
Nov. 18, 2005 15





First Quarter Award Winners



SrA Jesus Lopez
USAFSAM
Airman of the Quarter



Tech Sgt. Margaret Rawls
USAFSAM
NCO of the Quarter



Master Sgt. Angela Bland
USAFSAM
SNCO of the Quarter



Capt. David Gwisdalla
AFCEE
CGO of the Quarter



SrA Paul Singletary
AFRL
Honor Guard



Crystal Ramirez
311th Mission Support Group
NAF Technician



Nicolasa Hernandez
AFIOH
GS 3 through 5



Ginger Pocock
Det. 5, AFRL
GS 9 through 11



Anastacio Guitron
311th Mission Support Group
NAF Manager

NOT PICTURED

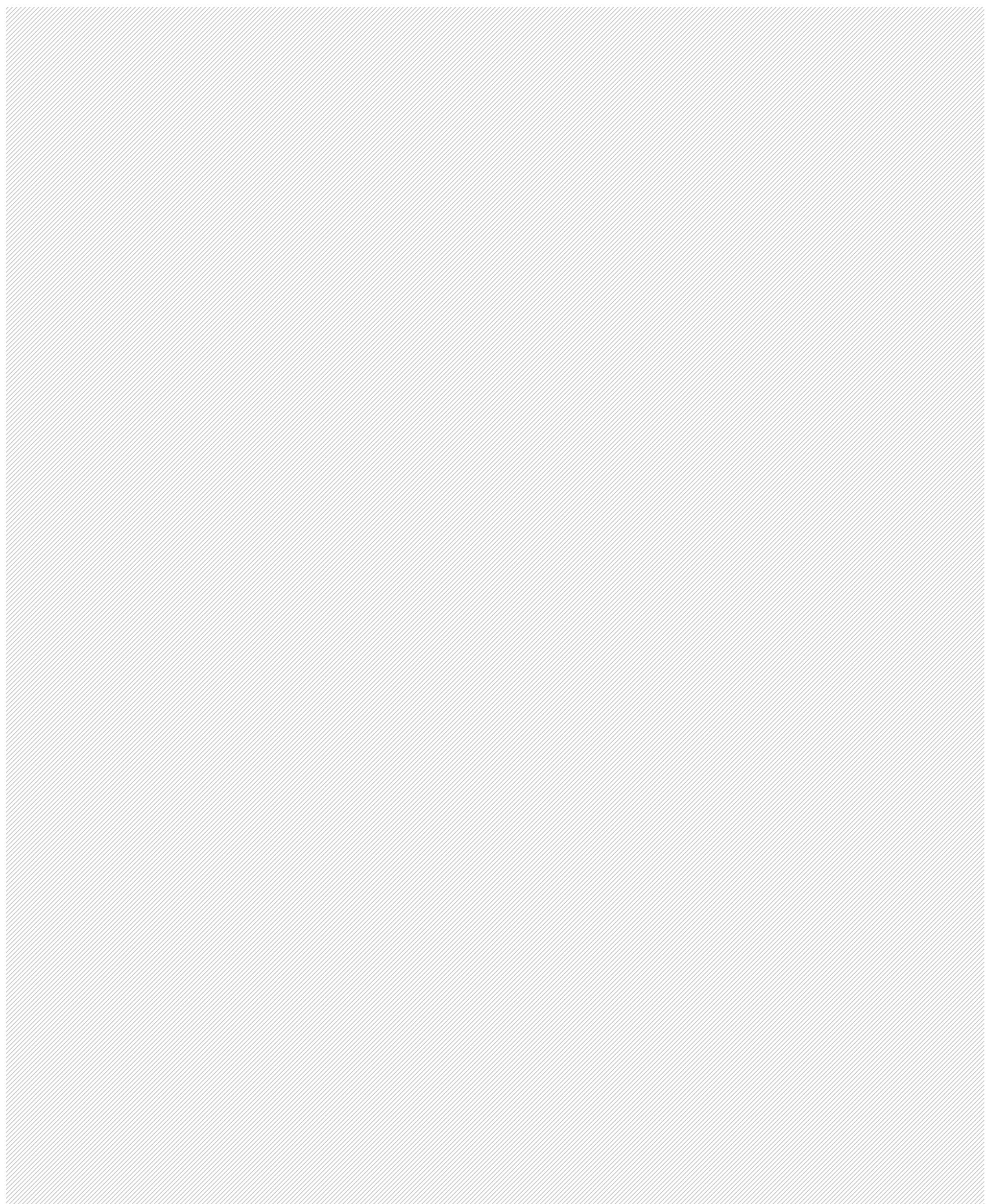
Ross Weidner
Human Systems Group
Student Aide

Hector Aguilar
AFIOH
GS 6 through 8

George Cicotte
AFIOH
GS 12 and above

Photos by Staff Sgt. Brandy Bogart

Congratulations to all winners





GRACIE HULL

Q&A

FULL NAME:
Gracie E. Hull

DUTY TITLE, ORGANIZATION:
Comptroller Resource Technician,
311th Human Systems Wing/
Financial Management

IN SIMPLE TERMS,
WHAT DO YOU DO?:
I am the Base Audit Liaison and the
Reports of Survey Monitor.

BIRTHDAY:
July 18

HOMETOWN:
San Antonio

FAMILY STATUS:
Married with two sons

PERSONAL MOTTO:
"Honesty is the best policy."

INSPIRATIONS:
My sons

HOBBIES:
Sewing, crafts, cooking, biking

PET PEEVE:
Bosses who just won't leave you alone!

I JOINED CIVIL SERVICE
BECAUSE:
Because it was the thing to do at the
time.

FIVE-YEAR GOAL:
To retire and travel

ULTIMATE GOAL:
See my youngest son graduate from
college.

BOOK BY THE BEDSIDE:
The Bible

FAVORITE MUSIC:
Christian music

MY GREATEST
ACCOMPLISHMENT:
My children

MY MOST PRIZED POSSESSION:
My healthy life

IF I WON THE LOTTERY I'D:
Share it with my family

Loyalty to God, family and job



Photo by Tech. Sgt. Alfonso Ramirez Jr.

By Kendahl Johnson
Discovery editor

"People who know me, know what I stand for," said Gracie Hull. Although somewhat soft-spoken, her actions demonstrate that what she stands for, among other things, is loyalty.

Ms. Hull works in the 311th Human Systems Wing Financial Management division as a comptroller resources technician. She is the base audit liaison and the Reports of Survey monitor. But what is most impressive about her employment is how loyal she is to Brooks City-Base – she has been a Brooks employee for nearly 33 years.

Ms. Hull was born and raised in San Antonio. As the oldest of six children, she felt a responsibility to help provide for her family. Following graduation from John F. Kennedy High School, she took a job downtown at a furniture store to help her family financially. Later she got a job with the welfare department of the state government and then started taking tests to work in civil service. She was surprised to get an interview from Brooks.

"I had no idea that Brooks (Air Force Base) even existed. I had never even heard of it," Ms. Hull said. But Brooks hired her anyway and in March 1973 she started work in keypunching for the Air Force tumor registry.

She moved around a lot at Brooks, working many different jobs over the three decades. She worked for the civil engineers, the museum's history office, the U.S. School of Aerospace Medicine, Air Force Research Laboratory and the base comptroller. Despite the job

changes, her loyalty to her employers has been unwavering. "I may not like every decision my bosses make but I always respect those decisions," she said. "I have a sense of loyalty to my

I have a sense of loyalty to my job. Everyone has a choice to go look for another job, but if you stay then don't complain.

Gracie Hull
311th Human Systems Wing/FM

job. Everyone has a choice to go look for another job, but if you stay then don't complain."

And she backs it up. She talks about waking up at 4:45 a.m. to be to work by 6:30 a.m., but never complains. When she talks about her co-workers and supervisors, and her heavy work load, there is never even a hint of negativity. "I am really enjoying this position," she said. "I am learning a lot and I feel I am accomplishing something. There is a sense of fulfillment."

Her standard of loyalty doesn't just stop at the workplace; it extends to her family and private life as well. While still a teen, she gave up her goals of getting a higher education to help support her large family and lighten the burden on her father, who was the sole breadwinner for the family. And many years later, she married a retired Air Force member she met at Brooks and had two sons, and that loyalty has continued. "Home is important to me," Ms. Hull said. "It's important to go home and prepare a home-cooked meal for my family. It's tiring at times, but it's the way I was raised. It's the way I was taught and it's something I feel I need to do."

Her current goal is to see her youngest son graduate from college. He is a junior at the University of Texas-San Antonio. "My youngest has had a hard time with school due to medical problems," Ms. Hull said. "High school was difficult because he spent so much time away from school. But he got through and it was a great accomplishment. When he graduates from college, then I will feel that I am done."

When not cooking homemade meals, including her specialty of Mexican food, or baking German chocolate cake or other delectable desserts, she spends her spare time biking and walking. She is also a devout Christian. "I am strong in my faith. I enjoy my church," she said. She has been a member of her church her entire life and has worked hard to do what she feels is right.

Gracie Hull's time at Brooks is winding down. She will be eligible for retirement soon, but will likely continue to work until Brooks closes. "My husband always said that I'd be here until they closed the gates and now that may come to pass," she said. "As much as I tease my boss that I want to retire, I would like to stick around a few years to see all the changes take place. I've seen a lot happen over the years."

Although she said the eminent closure of Brooks is saddening, she still maintains a positive outlook. "Hard times are coming with the base closure, but we must continue to look forward," Ms. Hull said. "Things happen for a reason and they always work out for the best; everyone will be okay. New opportunities are always out there. Everyone will do fine. It's scary, but we'll survive."

Brooks
Personality
PROFILE



AN AEROSPACE MEDICINE SERIES

ON THE CUTTING EDGE

AF dental research aids worldwide oral health

(Editor's note: This is Part 11 of a comprehensive series that focuses on the enormous impact that Air Force vision and ingenuity has had in the development of lifesaving scientific medical advances and innovations whose legacy continues to benefit America's military and civilian community.)

By Rudy Purificato

311th Human Systems Wing

When new waterborne bacteria called Legionella caused in 1976 the "Legionnaire's Disease" outbreak that killed 30 people at an American Legion convention in Philadelphia, it also prompted Air Force researchers to develop innovative ways to better protect dental health.

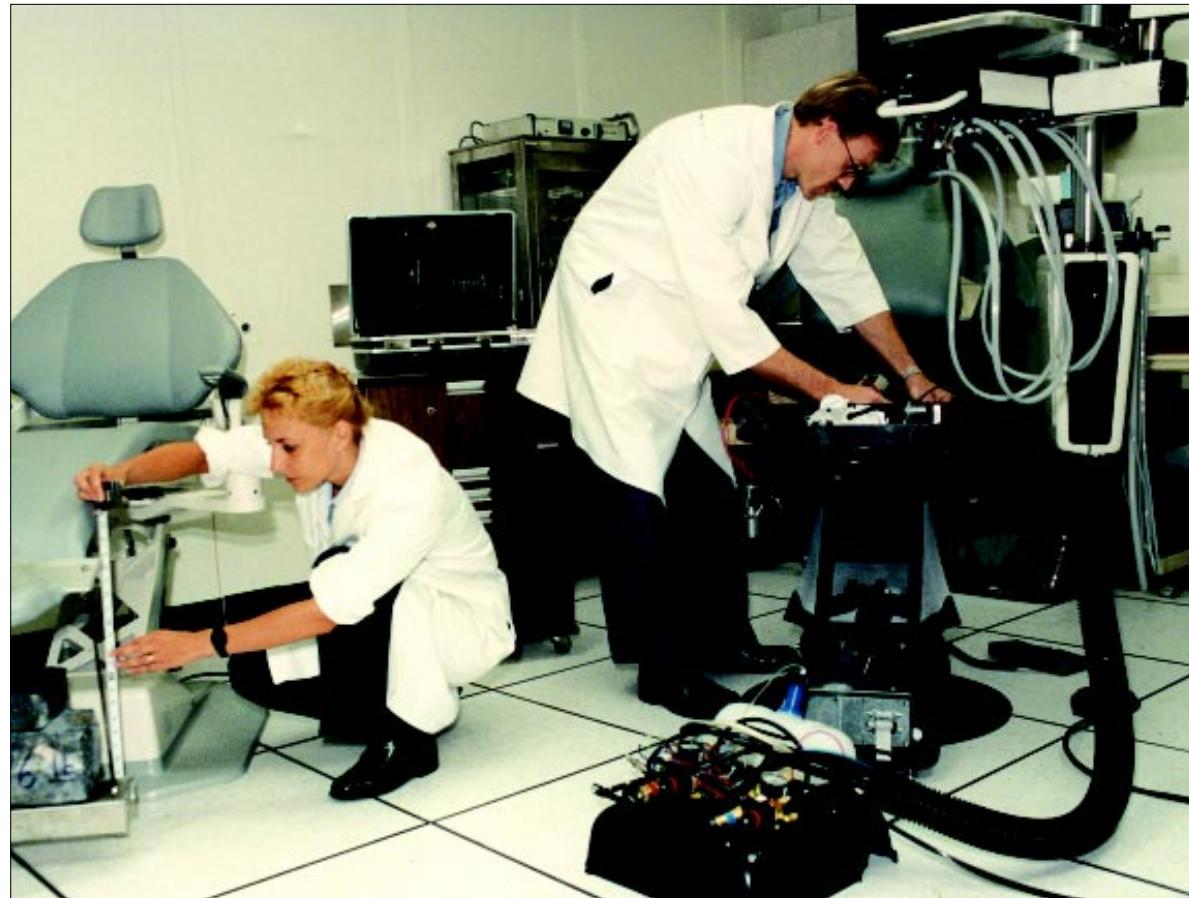
Since then, aerospace dental research has helped limit the risk of microorganism-induced oral infections in Air Force personnel and their dependents. According to Air Force Dental Investigation Service records, there have been less than a dozen reported cases worldwide of bacteria from dental water lines having caused illness or death during the past 35 years.

"Some people have contracted a low-grade Legionnaire's Disease infection called Pontiac Fever that is not fatal, but has flu-like symptoms," said Col. Joe Bartoloni with the Air Force Medical Support Agency at Brooks City-Base.

Air Force dental researchers here and at Great Lakes Naval Training Center, Ill., have produced effective waterborne pathogen countermeasures that have exceeded Environmental Protection Agency safety guidelines. In today's bioterrorism era, the EPA is looking to the Air Force and other federal agencies for proven ways to protect our nation's water supply from waterborne pathogens.

"We're (Air Force) far ahead of what's going on in the civilian community in regards to reducing and controlling bacterial levels in dental water," said Colonel Bartoloni, who credits the Air Force Dental Investigation Service's pioneering work.

DIS, founded at Brooks during the Legionnaire's Disease outbreak 29 years ago, has had many of its recommendations adopted at Air Force dental clinics worldwide. Among them, which exceed American Dental Association guidelines, is the use of self-contained water systems independent of municipal water, flushing all dental unit waterlines at the beginning of each day and between patients while also air drying these lines at the end of



U.S. Air Force Dental Investigation Service researchers at Brooks Air Force Base evaluate prototype dental equipment during the 1990s as part of their mission to support worldwide health.

the day, and using chemical filters to trap bacteria before they migrate into dental waterlines.

Col. Daniel Leonard, former DIS director, explained that DIS helps the Veteran's Administration, the federal prison system and the Indian Health Service by evaluating and making recommendations on commercial dental equipment and materials. "We also provide professional services as consultants on dental infection control and occupational health," he said.

Their contributions to dental health are rooted to the U.S. Air Force School of Aerospace Medicine's pioneering work that began more than 50 years ago. "The origins of aviation dentistry began during World War I with concerns about removable prosthetic appliances and their potential hazards during flight," said Col. Keith Savage, author of the 50th Commemorative Anniversary of the U.S. Air Force Dental Service (1949-1999). This Air Force Reserve dentist from Abilene, Texas, said early aviation dentistry focused primarily on airmen's toothache complaints caused by high altitude flight that became prevalent from the 1920s through 1940s.

Writing in the February 1945 Journal of the American Dental

Association, Dr. Beryl Ritchey from Ellington Field, Texas, and Dr. Balint Orban from Chicago observed, "The distraction of even a mild or intermittent toothache can seriously impair a flyer's efficiency. That toothache during high altitude flying presents a personnel problem in the Army Air Forces is demonstrated in 1.8 per cent of the cadets and officers given altitude training."

Air Force dental research resolved this and many related issues as it evolved as an important scientific discipline. "Questions were raised as to the effect decreased oxygen levels had on gum tissue and a possible increased incidence of periodontal abscesses among aviation personnel," Colonel Savage said.

By 1949, USAFSAM Dental Sciences investigators had focused their research on helping mitigate all dental problems associated with flight while finding ways to improve Air Force personnel's oral health care. "Their efforts would have far reaching implications for the dental profession highlighted in such areas as the high speed handpiece, the panoramic x-ray and preventive dentistry," Colonel Savage said.

The high speed handpiece was

developed at Brooks to lessen the potential trauma airmen experienced when having dental restorations. Previous dental drills created too much heat and vibration that led to a higher incidence of sensitivity to pain for airmen at altitude.

Groundbreaking work by Air Force dentists Lt. Col. Jack Hartley and Don Hudson during the 1950s led to the development of the Panorex dental x-ray. Dr. Hartley, a former USAFSAM researcher, said, "It was an exciting time for the profession as we were working on all kinds of technological improvements that



A U.S. Air Force School of Aerospace Medicine Dental Sciences Branch investigator conducts research involving dental prostheses designed to improve occlusion.

could revolutionize dentistry."

Since 1967, all Air Force inductees have been required to have panographic x-rays. Its use in detecting dental disease and potentially life-threatening pathology has been universally accepted by all branches of the Armed Forces and the civilian community.

USAFSAM scientist Dr. Bruce Altschuler further expanded dental imaging technology in 1979 with a breakthrough diagnostic invention. His electro-optic system produced 3-D images of internal dental structures that also serendipitously advanced laser holography and 2-D computer tomography (C/T scanning). Air Force scientists here and at Lackland AFB's Wilford Hall Medical Center also developed photographic techniques for recording jaw movements called fluorescent photoanthropometry.

Perhaps the most important dental science contribution made by Brooks scientists involved preventive dentistry. Lt. Col. Warren Hester and Maj. Ira Shannon developed a stannous fluoride liquid, called the SAM X-13 formula, that led to the creation of anti-tooth decay agents such as mouthwashes, oral care gels and solutions.

The Air Force Preventive Dentistry Research Program has also contributed to public health by developing the worldwide use of dental sealants for protecting children's teeth and epidemiological testing for dental caries, a disease that causes the molecular decay or death of bone.

Air Force photos



USAFSAM students to celebrate Thanksgiving with food, shopping

By Elizabeth Castillo
Discovery writer

Thanksgiving is a time for warm celebration, hearty foods, and all out overindulgence. In keeping with the holiday tradition, Brooks offers its students and personnel a traditional Thanksgiving feast and students will be able to fulfill their shopping needs with a trip to San Marcos and its infamous Tanger Outlet Center.

The annual dinner will take place on Thanksgiving Day Thursday Nov 24 from 10:45 a.m. to 1 p.m. A large variety of traditional Thanksgiving fare will be prepared for all to enjoy including: roasted turkey, baked ham with pineapple slices, cornbread dressing, candied sweet potatoes, garlic mashed potatoes, corn on the cob and more. Along with the traditional ham and turkey entrées, honey glazed Cornish hens and oven roasted beef will be served.

"We try to make it an extensive menu," said Tech. Sgt. Alphonso Smith, a quality assurance evaluator. "We set up a nice little spread."

Sydney's is decked out in festive Thanksgiving décor with paper pilgrims taped to the walls and pumpkins spread throughout the serving area. On Thanksgiving Day, the restaurant will be filled with the hearty aromas of home-cooked food to be served by 1st Sergeants and Commanders decked out in chef's hats and aprons.

"They will definitely look the part," said Sergeant Smith. "It makes the troops feel special to have them there serving them."

Anastacio Guiton, manager of Sydney's, is in charge of preparations for the event and spends numerous hours preparing the food and decorations for the dinner. Mr. Guiton even converts a roasted turkey into a work of art using mashed potatoes spread onto the breast of the turkey to create a canvas. He carefully places slivers of cucumbers and carrots onto his "canvas" to create a unique and attractive addition to the serving line.

"It is a lot of work, but I enjoy doing it," Mr. Guiton said.

Students will be able to indulge themselves with a new tradition that goes together with Thanksgiving as well as turkey and stuffing — shopping.

With the day after Thanksgiving being hailed as the "biggest shopping day of the year," students are bussed on Saturday to San Marcos' famous Tanger Outlet Center to continue in the holiday tradition of massive consumption.

"Most of the students aren't from Texas so they don't know about the outlet malls," said Tech. Sgt. Jason McCormack, one of USAFSAM's military training leaders. "In fact most of them probably have never seen anything like that before."

The entire day is spent at the Outlet Center, and students are able to get a head start on their Christmas gift shopping in a unique setting. Tanger also gives students complimentary coupon books to use throughout their shopping expeditions.

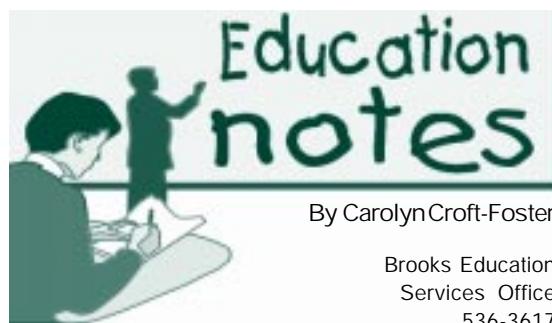
"It gives them a little bit of time to bond together and have fun outside of the classroom and outside the dormitory," said Sergeant McCormack. "The students have an absolute blast."

NATIVE AMERICAN INDIAN HERITAGE MONTH

The month of November is designated as Native American Indian Heritage month. To recognize this celebration, Brooks has several activities planned throughout the remainder of the month. Support the celebration by attending one of the following activities:

- Reading Native American children's stories at the Child Development Center Tuesday and Thursday afternoons.
- NAIHM observance lunch at Sidney's Nov. 22 at 10:45 a.m. to 1 p.m. The menu will consist of the following Native American foods:
Navajo succotash
Navajo chicken, corn and potato stew
Pueblo Indian roast
Cherokee soup
- NAIHM 5K Fun Run Nov. 28 at 8 a.m. at the Base Fitness Center

Legal Assistance Hours: If you need a power of attorney, will or other legal assistance, please call the Brooks Legal Office at 536-3301. Legal assistance is available to active duty and retired military personnel and their dependents. Appointments are available Tuesdays and Wednesdays from 8:30-11:30 a.m. and walk-ins are welcome Thursdays from 1:30-2:45 p.m. The legal office offers notary services during duty hours Monday through Friday on a drop-in basis. Those with short notice deployment or other emergency may call or walk-in to the Legal Office any time.



By Carolyn Croft-Foster

Brooks Education Services Office
536-3617

Officer Education Levels

All officers need to verify their education level in the vMPF. If the education level that is reflected is incorrectly listed, please contact the AFIT Academic Coding Section at the afit.coding@afit.edu or 937-255-6565 ext. 4324.

If the education level is missing, an official transcript, sent directly from the school granting the degree to AFIT is required. The address at AFIT is AFIT-SCI, 2950 Hobson Way, Wright-Patterson AFB, OH 45433. Education Services does not have the ability to update an officer's records at the local level. Please allow ample time for this update to occur at AFIT and plan accordingly.

Montgomery GI Bill participants can increase benefits

Active-duty personnel currently enrolled in the Montgomery GI Bill have the opportunity to increase Chapter 30 GI Bill benefits by \$5,400 (from \$23,400 to \$28,800) for a maximum contribution of \$600. This payment increases the full-time monthly rate \$1 for every \$4 contributed. The minimum payment is \$20 per month. Contributions can be started and stopped at any time while the participant is on active duty. This is not a pay reduction; therefore, there is not a tax savings. This benefit is only open to personnel who first entered active duty on or after July 1, 1985 and elected to participate in the Montgomery GI Bill. This feature is not open to Vietnam-Era or VEAP Convertees.

Discover Program online

The Discover Program is a career exploration program for individuals searching for a new career. This program can be used by military, civilians and family members. For more information or to schedule an appointment to review the website and get started, call 536-3617.

Upper Iowa University

Upper Iowa allows students to complete degrees through its Military Campus Resident Centers, on-line, or through external degree programs. In January, Upper Iowa University will begin offering courses that also apply toward Community College of the Air Force, thereby allowing students to complete work toward a bachelor's degree at the same time they meet requirements for CCAF. For more information, call 536-3617 to schedule an appointment with Maggi Monroe, the San Antonio Center representative. Pamphlets are available in the Education Office or visit the Upper Iowa website at www.uui.edu or call 536-3617.

Cyber Security programs

Students interested in IT careers can now specialize in cyber security through programs offered at Our Lady of the Lake University. In addition to traditional technology courses, students will take courses geared towards computer and network security management.

Certified by the National Security Agency, OLLU's undergraduate degree in Computer Information Systems and Security Education and graduate degree in E-Business Information Systems with a concentration in Information Assurance and Security also prepares students to

take national certification exams. Eighty-five percent of OLLU graduates successfully pass.

An OLLU representative is in the Brooks Education Office from 8 a.m. to 10:30 a.m. every Tuesday to answer questions about the programs or visit www.ollusa.edu.

Texas State University

Texas State University offers a Bachelor of Applied Arts and Sciences degree. The BAAS degree provides an excellent opportunity for individuals to capitalize on prior work and training experiences. Students pursuing this degree may transfer semester hours previously earned, individualize the degree plan with major emphasis in an occupational field of choice, and earn semester hour credit for work and life experience and training conducted by business, industry, and military. Night classes are available in the San Antonio and San Marcos area. For more information or to schedule an appointment, call 536-3618.

Air Force Virtual Education Center

Service members can view information about Air Force education centers, individual education record, DANATES test scores, and tuition assistance requests from the on-line Virtual Education Center. Tuition assistance is requested through this website as well. CCAF students can order CCAF transcripts from the website and view a web progress report. There are also practice tests available for CLEP exams and information about commissioning. To access the AFVEC go to <https://my.af.mil/afvecprod>. For more information, call 536-3617.

Spouses to Teachers Program

The Department of Defense tasked DANATES to develop and manage a new pilot program to help spouses begin careers as teachers. The Spouses to Teachers Program has been launched in six states with a large military population and a need for public school teachers.

These states are California, Colorado, Florida, Georgia, Texas and Virginia. Based on interest and activity, additional states may be added in the future. All eligible spouses who wish to become teachers may receive assistance from the Spouses to Teachers Program. This includes spouses who have already earned a baccalaureate degree or higher, as well as spouses who are at the undergraduate level. Degreed spouses will be counseled on their options for achieving certification and information on potential funding sources and employment opportunities.

Non-degree holders will receive help in identifying degree completion programs, as well as information about possible financial assistance, both state and federal, and the potential for finding employment as teacher's aides or other positions in public schools. To take advantage of this program in Texas, spouses may contact the Texas pilot office toll free at 1-800-815-5484.



Air Force Family and Teen Talent Contest

FAMILY AND TEEN TALENT CONTEST WINNERS:

Parent & Youth Team
Patricia and Sean Bennett
Children (6-8) Solo or Group Act
Elizabeth Reece and
Terika Henderson
Preteen (9-12) Solo Act
Karisha Robertson
Teen (13-15) Solo Vocal Act
Molly James
Teen Solo Instrumental Act
Jonathan Taylor Fox
Teen Combined Act
Jessica Turner and Molly James

Music filled the air Tuesday at the Brooks Club, as base performers competed in the 2005 Air Force Family and Teen Talent Contest.

The Youth Programs Center hosted this year's event, as musicians, dancers and singers of all ages competed for the opportunity to represent Brooks City-Base at the Air Force level. The contest allows for adults and teens to de-

velop meaningful relationships in a fun environment while developing creative expression.

A video tape recording of the top act in each of the six categories will be forwarded to the Air Force Services Agency for Air Force-level competition.



Photos by Tech. Sgt. Anita Schroeder



TOP LEFT: Jonathan Taylor Fox performs an original blues composition. He captured first place in the teen solo instrumental act.

TOP RIGHT: Molly James sings "Maybe" from the musical Annie to win first place in the teen vocal solo category.

ABOVE: Dancers Elizabeth Reece and Terika Henderson won for group act.
RIGHT: All the contestants received a certificate of participation.





Brooks scientist leads AF to rugby championship



Photo by Dr. Jill McQuade

Capt. Andy McQuade eludes defenders in a rugby match earlier this year in New York. In the Armed Forces championships in October, Captain McQuade scored twice in a 42-8 route of Army and led the Air Force team to its second consecutive championship.

By Rudy Purificato

311th Human Systems Wing

Air Force Research Laboratory neuroscientist Capt. Andy McQuade used both brains and brawn to lead the Air Force rugby team to its second consecutive Armed Forces championship Oct. 22 with a decisive 46-14 victory over the Navy at Camp Lejeune, N.C.

Captain McQuade, who captained the Air Force team, was instrumental in helping defeat Navy for the second straight year in the championship match.

"We've (Air Force) won it three out of the last four years. Before now, the Air Force had not repeated as Armed Forces champions since 1989-90," Captain McQuade said.

The Air Force team had to overcome long odds to win the title again after losing to the host Marine Corps squad in the

opening match of the single round robin tournament. Only the two top teams with the best records advanced to the championship contest.

"The Marines were pumped up. They had marched in 400 marines for (fan) support. We only lost to them by one point," the Air Force team captain said, referring to the 16-

15 score. The Marines did not win another match, while the

The Air Force team was overall much stronger than last year's squad that beat Navy for the championship.

Capt. Andy McQuade
Captain, Air Force rugby team

Air Force went on to beat Navy 22-6 in the second tourney contest.

Captain McQuade scored twice against the Army as the Air Force handily defeated them 42-8. Air Force advanced to the championship match by

beating the Coast Guard 37-0.

"The Air Force team was overall much stronger than last year's squad that beat Navy for the championship," Captain McQuade said.

He attributes their dominant performance to a handful of Air Force Academy players. "They new players on the

team are All-Americans who made the difference. The team had a lot more experience (this year)," Captain

McQuade said.
During the first week of December, Capt. McQuade will play on the Combined Services rugby team against all-star teams from throughout the U.S. at a tournament in Orlando, Fla.

Human Systems Group 'three-peats' as base flag football champions

By Rudy Purificato

311th Human Systems Wing

Showing more dazzling moves than he has on the hardcourt as a Brooks varsity basketball player, quarterback Anthony Tillman saved his best plays for last to help the Human Systems Group win its third consecutive base intramural flag football championship Nov. 8.

With the temperature soaring to around 90 degrees during the title game unofficially dubbed "The Sauna Bowl," HSG survived a withering blitz to beat the 68th Information Operations Squadron's 'A' team 19-7 during the second contest of a championship doubleheader.

"My teammates supported me all the time even as they (opponents) were rushing me four at a time," said Tillman. Encouraged by his squad to throw rather than

run the ball, Tillman fired 'Hail Mary' passes that helped propel his team to victory.

His 80-yard pass late in the second quarter to slot receiver Mike Nelson set up the final touchdown to varsity hoop teammate Demetrius Stewart that sealed the championship.

"I'm really impressed by how well they (HSG) played. There's no reason for us to hang our heads. We lost to a great team," said 68th IOS player-coach Reggie Smith. While seeded first in the double elimination tournament as league champs, Smith's squad nearly pulled off a miracle comeback.

After losing to HSG 20-19 in the opening round of the playoffs, Smith's team went on a five game winning streak to advance to the championship game. They defeated the Air Force Institute for Operational Health, Air Force

Research Laboratory, 68th IOS's 'B' team and the U.S. Air Force School of Aerospace Medicine before beating HSG 9-0 in the first game of the championship round. Meanwhile, HSG had posted a 4-0 playoff record before losing their only tournament game to the league champs.

The 68th IOS rode their hot streak into the championship round, relying on the athleticism and gridiron savvy of the quarterback-receiver tandem of Blake Socin and Tim Heggedahl. However, the 68th IOS's early lead, built on a TD pass to Lewis Jones and extra point catch by Joseph Harvey, evaporated seconds before the first half ended.

"The momentum changed at the half," admits Coach Smith. Tillman's 70-yard pass to Justin Darwin set up Casey Walterscheid's touchdown. However, HSG's defense played a crucial

role during the second half that helped them maintain their momentum while preventing 68th IOS from mounting a successful comeback. Following a goal line stand, Tillman scrambled for over 30 yards to set up a first down that led to the pivotal play of the game.

Once again escaping a blitz, Tillman regained his balance after slipping and changed directions. He then tossed a short, game-winning touchdown pass to John Green, who was literally sitting inches inside the goal line.



Photo by Rudy Purificato
Human Systems Group quarterback Anthony Tillman avoids a defender during the base intramural football championship game.

The 68th IOS, however, mustered one final comeback attempt as they drove the ball close to their opponent's goal line. With 32 seconds left in the game, Darwin's interception ended the 68th IOS's last hope.



NSPS training to start in January 2006

By. Ed Shannon
311th Human Systems Wing/Public Affairs

Brooks National Security Personnel System training officials announced this week that performance management classes will take place after the first of the year.

The classes were originally scheduled to take place Nov. 15-18, but were postponed due to slight changes in the NSPS implementation schedule. The classes are designed for supervisors and employees, and the new schedule will be published in January 2006, said Toni Robertson, Brooks NSPS training coordinator.

"Our local trainers have completed their training and we are working together to finalize the game plan for presenting the performance management training classes in January and February," Ms. Robertson said.

The performance management classes are important because NSPS is a performance-based system and requires supervisors to work with employees in developing performance plans and to explain the link between employee performance objectives and the overall mission of the organization. Performance expectations will be provided to the employee in writing.

Supervisors will be trained on the new system and will be held accountable for giving each employee a fair appraisal. How well

employees conduct their performance plans and their effectiveness will be an important consideration in determining their pay increases.

Ms. Robertson said employees and supervisors should continue to pursue the computer-based training classes available now on the Air Force Portal.

Brooks is expected to transition to the new personnel system in April 2006. NSPS is a new, flexible civilian personnel system that



will enable the Department of the Air Force to better meet the national security demands of the twenty-first century, Air Force officials said. NSPS includes a new labor relations system, a new appeals process and an enhanced human resources system, covering staffing, workforce shaping, recruitment, compensation, and performance management.

"NSPS provides an opportunity to improve the effectiveness of our department through a simplified personnel system that will improve the way we hire and assign, as well as compensate and reward our employees," said Gordon R. England, NSPS senior executive.

NSPS officials remind employees and supervisors to check out information about the system on the Department of Defense and Air Force websites. Those websites are accessible via the Brooks Home Page. An NSPS hotlink is available on the right side of the Brooks Home Page.

Third quarter reenlistments

The following Airmen assigned to Brooks reenlisted during the third quarter of 2005. Brooks congratulates these Airmen for their continued commitment to serve our great nation.

Chief Master Sgt. Roddy Hartsook	68 IOS
Senior Master Sgt. Robert Spencer	AFMSA
Senior Master Sgt. James Teige	AFMSA
Master Sgt. Scott Curran	USAFSAM
Master Sgt. Vladimir Fuentes	AFRL
Master Sgt. Nechelle Chambers	AFIOH
Master Sgt. John Bonness	68 IOS
Tech Sgt. Michelle Getman	USAFSAM
Tech Sgt. Ty Richards	AFIOH
Tech Sgt. Rosemary Roe	AFIOH
Tech Sgt. John Berry	311 CS
Staff Sgt. Lureca Jones	AFIOH
Staff Sgt. Sunny Siler	USAFSAM
Staff Sgt. Jennifer Strait	68 IOS
Staff Sgt. Kristofer Canales	311 MSG
Staff Sgt. Jennifer Miller	AFIOH
Senior Airman Catrina Reyes	68 IOS
Senior Airman Jeremiah Moore	USAFSAM

Submitted by Senior Master Sgt. Michael Walljasper

Identifying biases in the workplace: Promoting diversity and productivity

By. Capt. Belitza Dominguez
311th Human Systems Wing/ME

have in order to change how we interact with others.

No matter people's intentions, all people, even "good people," have some degree of intolerance based on their life experiences. Whether it is who a person prefers to socialize with, what pastime they prefer, or who that person selects to be on their team, that person has predispositions.

This is why it is crucial to self-evaluate and understand personal biases, whether positive or negative.

Why would anyone want to understand the root of positive biases? Because, positive biases may be accompanied by negative ones.

For example, consider a common stereotype in reference to athletes. A person may presume a positive stereotype about athletes as physically fit, strong and agile. On the contrary, the negative stereotype that may accompany refers to a lack of academic abilities. This notion can prevent an athlete from receiving needed recognition and academic focus due to the brawn versus brains preconception.

Now, imagine the above scenario with a stereotype one may have encountered or even thought about in reference to someone different than they. What kind of impact could that perception have on the morale and performance in their jobs?

Negative stereotypes equal negative and possibly detrimental outcomes. These biases can be the cause of anyone loosing a job or deserved recognition. Therefore, realize that one must filter stereotypes in their everyday interactions.

One must try to be open-minded and willing to change opinions when meeting people who may be different.

In our Air Force, leaders have to take an in-depth look at the crucial role biases and diversity play on mission accomplishment. Furthermore, leaders must educate others that diversity is not only tolerating differences, but rather understanding personal biases and learning to eliminate them.

However, diversity goes beyond special observances and training. Diversity begins within each individual's understanding of his or her own biases. Identifying these biases can help eliminate them, which in turn promotes diversity and productivity in the workforce.

According to Webster's dictionary, a bias is "an inclination or preference, especially one that interferes with impartial judgment; prejudice." Based on this definition, we can infer the price of bias in the workplace is costly due to its subjective impact.

To begin, bias can prevent the right people for the job from being hired and even fired despite their importance to the mission.

Second, time, money and energy spent on complaints and mediation take away from the focus of our everyday jobs.

Third, the impact of stereotypes on individual's self-esteem and competencies prevents them from working to their full potential.

Last but not least, organizations loose the ability to relate appropriately to diverse customers and employees.

These examples are traumatic since our place of business is made up of different cultures, genders and abilities. Consequently, this leads to overall mediocre work performance.

Despite the damaging consequences of biases, they do exist within individuals. This is why it is important to realize what biases we